

ARTICLE 2  
RECOGNITION AND UNIT DESCRIPTION

Section 1:        Recognition.

- a.    The IHSHQE recognizes that the UNION is the exclusive representative of all certified unit EMPLOYEES, hereinafter referred to as the EMPLOYEE, in the Unit described below, in accordance with the Certification of the Election results issued by the Federal Labor Relations Authority (FLRA) for the Indian Health Service, Headquarters East, Maryland by Case No. WA-RO-50038, dated March 21, 1996.
- b.    The UNION recognizes its responsibilities to represent the EMPLOYEES for as long as the UNION continues as the exclusive representative of such EMPLOYEES. The certified Unit to which this Agreement is applicable are:

Included: All non-professional General Schedule EMPLOYEES employed by the Department of Health and Human Services, Indian Health Service, at its Headquarters in Rockville, Maryland.

Excluded: All professional, management officials, supervisors, and employees described in 5 USC 7112(b) (2), (3), (4), (6) and (7) of the Statute.

Section 2:        Contract Duplication and Distribution.

- a.    Duplication: The IHSHQE and UNION agree to alternately pay the costs for printing or other reproduction of the Agreement. UNION will provide the first reproduction. The party paying the costs will also make arrangements for reproduction. A sufficient number, as mutually agreed, of copies of the Agreement will be furnished to the party not responsible for reproduction. All of the costs of printing or other reproduction of this Agreement will be borne by UNION.
- b.    Distribution:
  - (1)    The IHSHQE is responsible for distribution to managers and supervisors.
  - (2)    The UNION is responsible for distribution to employees. It is the UNION's responsibility to provide copies of this Agreement in the package for newly hired bargaining unit employees that is provided by the Servicing Personnel Office as part of an overall orientation package.